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IMPLICATIONS OF LABOUR MARKET ON CAREER DEVELOPMENT IN THE EARLY CHILDHOOD CARE PROGRAMME IN ADAMAWA STATE, NIGERIA

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ABSTRACT

Introduction: The issues of job type and career choice are always controversial and more demanding as they require careful act and guidance to make the right decisions; career choice and the factor of the labour market is one major element in every society that influences the standard of living.

Purpose: This study investigated the implication of the labour market on career development in the Early Childhood Care Program (ECCE) in Adamawa state. The study explored various factors of career choice in relation to the labour market norms and values as well as its implication towards sustaining a satisfactory career choice and development in ECCE

Design: The study adopted survey research design. The population of this study consists of parents, teachers and other members of the respective communities in Adamawa State. A sample of 175 was randomly selected in five educational zones in Adamawa State. Structured questionnaire was used for data collection and data were analysed descriptively using frequency table, percentage and weighted average.

Results: The finding revealed that factors such as the decline in ECCE certificates, favoritism toward other professions, low remuneration, lack of society acceptance, and inadequate counseling services make the labour market hinder career development in ECCE among career seekers. However, it is established in this paper that opportunities are still in abundance for career seekers in ECCE.

Recommendations: The study recommended among other that there should be campaign awareness as well as services of counseling for career seeker in ECCE.

Keywords: Labour Market, Implications, Career Development, Early Childhood Care Programme



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PUBLIC INTEREST STATEMENT

This paper is a must read for governmental agencies, policymakers, ECCE stakeholders, careers guidance counselors, members of societies, students and the researchers among others. The articles elucidate the negative impact of the labour market on career building in ECCE, despite being a baby profession whose opportunities for growth are yet to be fully exploited. Thus, reading through this paper will be an eye-opener to remove labour market bottleneck in career development in the field ECCE in Nigeria.

INTRODUCTION

The dynamic nature of man gives rise to many issues and challenges. Such challenges arise as a result of the curiosity of man toward realizing his dreams and goals. It is on these bases that career interests, career development as well as career pursuit takes its stand. Career has much to do with occupation, job and workforce. Taking an occupation by individual calls for choices, which has much relationship with personal likeness, interest as well as aspiration. Career choice, therefore implies having strong passion for a particular job. Professional influence such as guidance counselors, teachers, doctors, lawyers, etc. are also determinant of career pursuit of an individual.

People obtain career as a result of information provided and role played by different workforce. In most cases, those without career options pick up a career blindly and under an unsatisfied condition (Hassan, 2020). Usually, this occurs when there is serious competition, especially in the labour market. However, it is pertinent at this point to realize that career choice has many influential factors towards its realization. The labour market is also another contending factor that has a large influence on the type of career to pursue. The modern society today is challenging and as a result of its dynamism, what reigns today can fade out easily tomorrow and this result in new desire and interest in another career (Bagudo, 2012). Thus, people end up having more than one career and may not be the master of any. Career education in childhood programme is relatively a recent issue in the area of career pursuit, following the trends, the curriculum for childhood education at tertiary or career-oriented studies level is new among others, few people further

their studies in this area, and entrepreneurs pick opportunities and operate efficiently in this area, so we have the nursery schools as we see them operating in deferent ways. The youths are yet to comprehend and see opportunities in this field as they are ignorance about the labour market situation. The labour market is said to be drying, despite the high level of unemployment, especially in Nigeria. Statistics have shown that most of the stakeholders in Early Childhood Care and Education picked up this career by chance, being a baby profession and its nature in the workforce, youth are still reluctant to pursue their career in the area (Ajayi, 2017). Career education thus implies, portraying what is obtainable in the labour market during the process of teaching and learning. It implies directing teaching and learning activities and purposes towards functional practices that are obtained in the labour market.

However, career choice that is determined by the labour market usually result to problems of redundancies, psychological defective and incompetency. It compels youths to study courses that they have less skill, with this, they face problem of comprehension, which lead to half bake graduate, thus, the problem of inefficiency that has invaded virtually all workforce today, may persist. The choice of a career in the early childhood programme is seen to be more beneficial. It encourages functional environment and economic development which later portray self-reliant (Osakwe, 2012). Most Nigerians still believe that the need for investment in pre-school programme has not arisen, holding that the home can still take care of ECCE programme, in a real sense, ECCE should be seen as the first and most paramount area in our society to explore and that will go a long way to

correct problems in the labour market. However, some factors responsible for the reluctant mood of career pursuit in ECCE may include among others; the peoples culture which implies the believe that education at this level is a home-based activity, African tradition holds that mothers are the first teacher of the child and this responsibility of care and education last up to when the child attains primary school age; this contradict the idea behind ECCE which holds that 95% of human brain is developed during the period of early childhood (Hassan, 2020). Although it is not that African tradition is wrong, there is a need for a deep understanding of the goals, goals, objectives, as well as the impact of this care and education on the growth and development of the child. children must enjoy certain right which must not be abused but, in our society, today, children are deprived of their rights while hiding under the virtue of working parents, thus there is need for trained personalities who can serve as surrogate parents, caregivers, guardians, custodians, teachers, etc. of children when their parents are at their work place (FGN, 2013).

This concept imitates a question which is seriously myopic in the way people ask it, can parental education, care or home training be given effectively at ECD centre? This question sets the basis for the argument on career pursuits in childhood care and education programme. Traditions such as, believes and conscience also stand as a baseline in the argument, career pursuit in ECCE is restricted when people consider the religious aspect of children's education, Peculiar home practices and behaviours, manners of approaches as well as overall moral development of the child, all this hinder career pursuit in ECCE respectively. In another cause, people do not pursue a career in ECCE due to the economic status/remuneration of ECCE teachers; the higher and demanding task it takes in child upbringing, as well as the fact that a quality childhood programme that requires materials and all that the child needs to grow and develop must be put in place (Enword, 2011). The

enrolment figure in pre-school is steel very low as parents consider the financial implication of their children attending ECCE. Thus, minimal income at expense of much labour and this give less priority to pursuing career in the area since it is acknowledged that career pursuit is determined by what the society valued much, it thus manifests the pursuit of career in ECCE.

Labour market implies job markets that facilitate the interaction of workers and employers. Through labour markets both the suppliers of labour services (workers) and the demanders of labour services (employers), attempts to understand the resulting pattern of wages, employment, and income (Ajayi, 2017). These patterns exist because each individual in the market is presumed to make rational choices based on the information that they know about wage, the desire to provide labour and the desire for leisure. Labour markets are normally geographically bounded, but the rise of the Internet has brought about a 'planetary labour market' in some sectors.

Accessing labour market implies ability to have qualities that labour demanders are looking for in the market. However, in many real-life situations, the assumption of perfect information is unrealistic. The young graduate may seem to have all that required to storm the labour market only to realise that the labour demanders have other criteria to choose their workers. Some professions have already saturated in the labour markets such that hardly could a fresh graduate come up with something better in terms of qualification, experience or techniques to beat others. Meanwhile, in some disciplines the market may not have met up the demand in term of labour supply. ECCE being a baby profession in the field of studies is among the few disciplines that are less saturated in the labour market with higher demands.

Accessing labour market by young graduates including those in ECCE profession, imply ability to determine the requirements seeking by labour demanders. In ECCE, one of the main requirements in the labour market is

certificate (qualification). However, to be ECCE professional demands more than certificate, such graduates have to meet other requirements such as teaching competency, demonstration capability, self-discipline and ever-ready to work with children. Obidike (2012) noted that the majority of young graduates today find it difficult to the access labour market simply because they only possess certificates, while other requirements are grossly lacking.

Early Childhood Care and Education (ECCE) is a universal programme in all human societies that signifies the need to give special care for the development of children from birth and throughout the early formative years of their development. Early Childhood Care and Education therefore, is a holistic approach to child development and it is considered as pre-school education for children between the ages of three and five plus, prior to their commencement of primary school education. Folorunsho (2013) expressed that pre-school education is a very important foundation in the lives of children, particularly in today's dynamic society and in a world where more and more parents in both urban and rural areas have less time for their children due to time constraints created by their occupations.

Awopegba, Oduolowu, and Nsamenang (2013) asserted that early childhood care education includes a wide range of integrated programmes planned and delivered to enhance the cognitive, social, moral, nutritional and physical development of children prior to the time they begin primary school. Professionally, Early Childhood Care and Education (ECCE) required competent and experience labour force, unlike initial thinking of most people that anyone especially adult can be a facilitator, caregiver or handle lesson for children at pre-school setting. At some community, some individual without any teaching experiences are found setting up ECD centers and solely coordinating activities such efforts sound goods but not adequate due to the fact that handling pre-school children require a well-planned pedagogical approach.

Career development is the lifelong process of managing progression in learning and work. The quality of this process significantly determines the nature and quality of the lives of individuals: the kind of people they become, the sense of purpose they have, the income they have at their disposal (Tombowua, 2013). It also determines the social and economic contribution they make to the communities and societies of which they are part (Eriba, 2014).

The traditional concept of 'career' was progression through an ordered hierarchy within an organisation or profession. The notion was that people 'chose' a career, which then unfolded in an orderly way. It was an elitist concept: some had a career; many only had a job; some did not even have that. For some time now, since the time of the introduction of ECCE in Nigerian education, people have been choosing to build their career in the field. Though, the pace of change, driven by technology and globalization implies that building career in ECCE as well as other professions is constantly exposed to change. This, therefore, makes some individual less willing to make long-term commitments to particular field such as ECCE and other nonscience based studies (Ajayi, 2017). However, Akinrotimi and Olowe (2016) noted that what is needed is not to leave the profession but to be flexible with technology drives in their respective field, including ECCE.

According to Eriba (2014) it is just about modification of roles and tasks that individuals perform as ECCE professional. To build career that is guarantee reaching peak of career one have to be persistent in upgrading knowledge and acquiring new skills relevant to the job as future may dictate. Thus, the career development matters, both for individuals and for the country as a whole, and it has to be at the heart of lifelong learning. Individuals need help to develop their career management skills; this makes school an important entity in the subsequent proper career development.

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In Nigeria, there is a great deal of importance attached to career pursuit in the childhood care and education program, advancement in technology and building entrepreneurs' skills has presented the childhood care and

education program as a hotcake, that is, in the labour market. Institutions of learning (higher and lower) are looking for manpower to operate professionally in this area of the opportunity but the supply is low, this is due to its urgent needs and scarcity in the labour market (Ijaiya, 2011). The challenges and issues about manpower development rest on it not being a short-term plan; in this regard, it is obvious that any programme that takes its stand from availability of manpower resources always starts with borrowed but relevant professions pending when professional with skills and competency in the area can be developed. Career pursuits in ECCE, however has the following areas of opportunities where one can develop and build up a career potentiality to the fullest:

Private school business: Career pursuit in ECCE makes one active and competitive personnel in the labour market, this result from the ability of the individual in setting up and operating of private school business, and this automatically makes someone an employer and self-reliant person in the society.

Education management and consultancy programme: This is an important aspect of the economy and educational development, it involves the activities of training workforces on the job and manpower development, as important as the period of childhood is, proper managerial skill is needed and this form part of the curriculum of career education in ECCE.

Production and supply of instructional materials: On the other hand, there is another area of opportunity where greater advantage can be sourced in the labour market; school activities planning, production and supply of educational toys, food formulas to day care centers, motherless homes, nursing mothers at home, and the likes, are very various ways an Entrepreneur can invest in childhood care programme in the society. Skills in carrying out these functions are all that were emphasised in career aspect of child care and education. Nevertheless, there are many opportunities in the organization of

programme for children on television, radio, internet as well as organizing ceremonies for children engagement during holidays, libraries for children social and moral development, acting home video films that portray honesty, hardworking, morals, etc. are all areas of picking a career in ECCE.

Choosing a career in ECCE has come to the stage of conscious and reflective thinking, the modern society has introduced many concepts that are challenging to career development. People pick up their career by considering these challenges, however, concepts of career guidance counselors, mentors, advisers, career educators etc. emerge, when a career is chosen, many things emanate from taking such a decision, at times one regrets for taking such a decision, while some people end up in happiness, contentment, and joy about the career. It occurs to individuals after taking up a career (either through personal likeness and self-encouraged, through admonition and advice by counselors or through influence by the job itself) some perspectives and views which manifest in terms of measuring values attached to the career by the society, the nature of services to be rendered, the income and remuneration values in relation to the living standard of the society.

STATEMENT OF THE PROBLEM

Choosing a career is one of the most important decisions everyone will need to make in life. It is about so much more than deciding what one will do to make a living. However, choosing and building a career in ECCE in Nigeria shows a slow pace compared to others that are likely to be based on various factors. Earlier studies by Maduewesi (2011) and Ijaiya (2011) indicated that many people felt dislikes to their profession few years after practicing, while some discourage others not to join their line of job simply due to their wrong choice of career while young or when at school.

Studies by Ajayi (2017) and Obiweluozor (2019) suggested that the persistent low number of students

enrolled in the ECCE program in tertiary institutions indicates the possibility for society members as well as students to have little understanding of the opportunity for the ECCE profession in the labour markets. Earlier studies by Osakwe (2012) and Obidike (2012) established that despite close to three decades of introducing ECCE into various institutions, the number of students enrolled into programme is low while few tertiary institutions are currently running the course. All these are likely to suggest that the ECCE programme remains unpopular among Nigerian society or could be the result of low market values for ECCE professionals after graduation.

Bagudo (2012) lamented that some management of institution are forcing students into ECCE program which contradict their initial first and second choice of study, thereby, making students seeing the department as dumping ground for less performing students. Others like Tombowua (2013) and Obidike (2012) suggested the possibility for little career prospects for ECCE professional and low market value after graduation. All these demands further verification, to arrive at factors influence people pursuing of career in ECCEs as case to improve career building in the line of ECCE profession. Therefore, the current study is an effort to assess the labour market in the early childhood care programme.

PURPOSE OF THE STUDY

1. Determine whether the challenges of the labour market define the choice of people to pursue a career in ECCE.
2. To identify factors responsible for choosing a career opportunity in ECCE.
To identify the existing area of opportunity in ECCE, suitable to build up a career potentiality.

RESEARCH QUESTIONS

1. Do challenges in the labour market determine reasons for pursuing a career in ECCE?

2. Are there factors responsible for choosing a career opportunity in ECCE?
3. Does there exist any area of opportunity in early childhood care and education where one can pursue and build up a career potentiality to the fullest?

METHODOLOGY

Research Design

This study is based on survey research design. According to Emaikwu (2014), survey research design is a form of descriptive research that gathers data from a large number of subjects. The study meets the requirement for survey research design because the researchers are only interested in gathering data about the variables rather than information about the individuals.

Population and Sample

The population of this study consisted of parents, teachers and other members of the respective communities in Adamawa State. A sample of one hundred and seventy-five (175) was randomly selected to give response to the questionnaire. The respondents were selected by considering the five educational zones in Adamawa State respectively.

Instrument for Data Collection

The instrument for this study is structured questionnaire designed based on 4-point Likert scale of strongly agree (4 points), agree (3 points), disagree (2 points), and strongly disagree (1 points) respectively. The questionnaire contains 20 items sectioned into four (A – D). The

instrument for the study subjected to face and content validity through two experts in the field of ECCE, while the samples of instruments were trial tested in College of Education Hong ahead of main study. The data from trial testing were subjected to Cronbach alpha for reliability test, which give 0.78, indicating strong relationship and imply high reliability of the instrument for the study.

Procedure for Data Collection

The researchers were able to administer the questionnaire to the respondents by employing five research assistants from within the study areas. The questionnaire was distributed and retrieved within two weeks. One hundred and seventy-five (175) copies of the questionnaire was given out to respondents and only one hundred and twenty-five copies were retrieved and were used for the study respectively.

Method of Data Analysis

Data collected were analysed descriptively using frequency table, percentage and weighted average. The weighted average was used in the process of data analyzing, since the items were based on the 4-points Likert scale, the midpoint for agreed and disagree was 2.50 which implies items that rate up to and above 2.50 were regarded as agreed, while items with weighted average rating below 2.50 were regarded as disagree respectively.

RESULTS

Research Question 1: Do challenges in the labour market determine reasons for pursuing a career in ECCE?

Table 1: Weighted Averages Response on Labour Market's Challenges that Determine Level of Pursuing a Career in ECCE

S/N	Item	SA		A		D		SD		Average	Remark
		Fx	%	Fx	%	Fx	%	Fx	%		
1	People don't pick up a career in ECCE because the labour market down-look on ECCE qualification and certificate	52	42	61	49	7	6	5	4	3.28	Agree
2	The labour market usually consider good grades and points as best requirement to offer the job	52	42	55	44	15	12	3	2	3.25	Agree
3	Competencies and skillfulness are always neglected blindly in the labour market	47	38	54	43	17	14	7	6	3.13	Agree
4	Disregarding professionalism, corruption and politicizing recruitment determines choice of career	48	38	70	56	4	3	3	2	3.30	Agree
5	Many people fail to seek career guidance like feasibility study, scope of task and risk before taking up a career	58	46	47	38	15	12	5	4	3.26	Agree
6	Nature of career, risks attached, choice, Legal backing etc. are factors for picking a career	55	44	56	45	10	8	4	3	3.30	Agree
7	Taking up a career in ECCE adds greater value and respect to your status in society	55	44	56	45	10	8	4	3	3.30	Agree

AWR 3.26 Accepted

From the above table analysis, various responses to the questionnaire items on table 1 rated above the weighted average of 2.50 which was set as the mean point. This further indicates that labour market currently has some challenges restricting career building among prospective ECCE professionals in Adamawa State. The labour market looks down on ECCE certificate. People that study Early Childhood Care and Education are low cadre personnel in the labour market; inadequate guidance counselors in the area of Early Childhood Care and

Education (ECCE) further discourage people from making choice of career in Early Childhood Care and Education (ECCE). Corruption and politicizing recruitment make many people to give limited value to Early Childhood Care and Education (ECCE) as a futuristic and lucrative profession in the labour market.

Research Question 2: Are there factors responsible for choosing a career opportunity in ECCE?

Table 2: Weighted Averages on Factors Responsible for Choosing a Career Opportunity in ECCE

S/N	Item	SA		A		D		SD		Average	Remark
		fx	%	Fx	%	Fx	%	fx	%		
1	Insignificant recognition of ECCE as a profession is a major factor that determines career choice in ECCE	55	44	56	45	10	8	4	3	3.30	Agree
2	Contradictory societal values and knowledge about ECCE programmes is not a determinant factor of career choice	12	38	16	20	30	24	67	18	1.78	Disagree
3	Low earning or poor remuneration accrue from the job discourage taking a career in ECCE	61	49	37	30	14	11	13	10	3.17	Agree
4	The homelike skills and children play practices in ECCE discourage taking a career in ECCE	48	38	67	54	4	3	6	5	3.26	Agree
5	ECCE practice of working with children discourage taking a career in the area	57	46	54	43	9	7	5	4	3.30	Agree
6	Inadequate information about ECCE in the labour market determine rate of taking a career in ECCE	55	44	56	45	10	8	4	3	3.30	Agree
7	Inadequate counseling services for the career seeker discourage interest in take-up a career in ECCE	52	42	61	49	7	6	5	4	3.28	Agree
8	Less corrupt practices, self-discipline, chance to utilize resources judiciously are major determinant factors in choosing a career	54	43	50	40	19	15	2	2	3.25	Agree

Studying the above table, the analysis displays higher scores for the positive responses, most of the scores for the items rated above 2.50 which is the mean mark set out for acceptance of the hypothesis. This analysis is indicating that, there are factors and issues responsible for choosing a career opportunity in ECCE that any person seeking to develop a career should take into considerations before taking up the opportunity. Majority of the respondents agreed that the contradictory societal

values and knowledge about ECCE programmes is a determinant factor of career choice as well as low earning or poor remuneration accrue from the job discourage taking a career in ECCE. Inadequate counseling services for the career seeker discourage interest in taking-up a career in ECCE; the analysis also indicates that Less corrupt practices, self-discipline, chance to utilize resources judiciously are all major determinant factors in choosing a career in ECCE respectively. Item number 2 on table 2

however rated below 2.50 indicating acceptance of the statement.

care and education where one can pursue and build up a career potentiality to the fullest?

Research Question 3: Does there exist any area of opportunity in early childhood

Table 3: Weighted Averages Responses on Area of Opportunity in ECCE, Suitable to Build Up a Career Potentiality

S/N	Item	SA		A		D		SD		Average	Remark
		fx	%	Fx	%	fx	%	fx	%		
1	Problems in the labour market is reduced due to people taking up a career in Production and supply of play and learning materials:	47	38	54	43	17	14	7	6	3.13	Agree
2	Education management and consultancy services/programme is very lucrative, interesting and worth choosing as career pursuit in the area of ECCE	48	38	70	56	4	3	3	2	3.30	Agree
3	Choosing a career in private school business is one huge factor that has contributed in reducing problem in the labour market	48	38	67	54	4	3	6	5	3.26	Agree
4	Labour market struggle expose people to organizing programmes for children on television, radio as well as internet	54	43	50	40	19	15	2	2	3.25	Agree
5	Problems in the labour market has reduced due to planning and coordination of ceremonies for children relaxation	58	46	47	38	15	12	5	4	3.26	Agree
6	Setting up children's libraries, acting homelike video films and activities that portray honesty, hardworking, morals, etc. are productive areas of choosing a career in ECCE	55	44	56	45	10	8	4	3	3.30	Agree

The analysis as presented on table 3 above reveal the positive responses of the respondents as the scores for the various items generated from the

research question rated above 2.50 mean mark respectively. The mode of response here indicated that the respondents agreed with the statement that there are lots of existing areas of opportunity in

Early Childhood Care and Education where one can pursue and build up a career potentiality to the fullest in Adamawa state, the responses further attested that career opportunities in early childhood care and education cut across diverse areas of its scopes of operation as it manifested that Problems in the labour market is reduced due to people taking up a career in Production and supply of play and learning materials; Education management and consultancy services/programme is another lucrative job; choosing a career in private school business is a huge factor that is contributing into reducing problems in the labour market as well as setting up children's libraries, acting homelike children video films and activities that portray honesty, hardworking, morals, etc. are all productive areas of choosing a career in ECCE respectively.

DISCUSSIONS

The labour market currently has some challenges restricting career building among prospective ECCE professionals in Adamawa State. This may not be unconnected with the fact that the ECCE certificates are mostly being look down upon while in labour market. This concurs with the earlier finding by Akinrotimi and Olowe (2016) which maintained that some professions were rated secondary in the labour market, forcing the professionals to settle for any job offer irrespective of conditions. Also, the labour market in Nigeria is mostly influenced by political interferences and corruption which make the demands in the labour market strictly focus on some professions while sidelining others. Thus, those with ECCE certificate that perceived could only work in pre-nursery schools are usually overlooked when offering job and other opportunities by politicians. The is in line with the submissions respectively made by Eriba (2014) that ECCE and some other fields of teachings profession are not usually being favoured by political actors when making job offers.

The findings from this study showed tha apart from direct negative effects of labour market on career

building in ECCE, others factors include lack of recognition among society, low remuneration and inadequate counseling services. All these play major roles in restricting people's developing career in ECCE. This is in accordance with the findings by Obiweluzor (2019) and Hassan (2020) that members of society hardly recognise difference in ECCE profession and home care activities of women. Thereby, down rating the professional in ECCE as nothing to do individual.

The findings on the area of opportunity in ECCE suitable to build career potentiality showed that the field of ECCE has huge opportunity in production and supply of play and learning materials, consultancy services, resources persons, and setting up children relaxation centers. This shows that there are still huge career opportunities in the field of ECCE only if individual career seekers were made to know. This buttressed earlier submission made by Eriba (2014) which pointed out that ECCE still have wider range of opportunities for those that can venture into it. Also, finding by Ajayi (2017) reveled that people are just realizing the job potentiality in ECCE, partly due to its relatively new in the labour market and partly due to lately recognition among the members of society including the so call elites.

CONCLUSION

The focus of this study radiates at assessing the labour market implications on career development in early childhood care programme. However, taking a critical look in to the findings in this study, this paper concluded that labour market currently has some challenges restricting career building among prospective ECCE professionals in Adamawa State. Such challenges include looking down on ECCE certificates, political interferences, favoritism toward other professions, and corrupt practices.

Moreso, it has been evidently shown in this paper that lack of recognition among society, low remuneration and inadequate counseling services accounts complemented the

labour market effect on career building in ECCE. Above all, this paper through its findings has shown that ECCE as profession still have bounty of career opportunities yet to be explored, makes the field a green area for career seekers if only well guided while making career choices.

RECOMMENDATIONS

Based on findings and conclusion in this study, the following are the recommendations:

1. To ensure proper normative practices of career choice and relating it to what is obtainable in the labour market, the following areas should be given prior attention.
2. Proper and effective guidance and counseling programme particularly in ECCE should be put in place as part of the Early Childhood Care and Education work force.
3. Sensitization programmes as well as public enlightenment programmes should be taken serious by government and such programmes should focus more on parents and member of community not only the teachers.
4. Young men and women seeking careers should be in the urgent needs of exploring the various ECCE resources and the resource persons around them to understand the interplay between ECCE and career pursuit and opportunities as a way towards attainment of the overall goals of the society.

Conflict of Interest:

The authors declare no conflict of interest.

Disclaimer

We hereby declare that this paper is our autonomous work. All texts either quoted directly or paraphrased have been indicated by in-text citations. Full bibliographical details are given in the reference list. This work has not been submitted to any other examination authority.

Notes on Author

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Authorship and Level of Contribution

Yahaya Abdulrasheed is the lead author. He developed the introductory components of the paper, data analysis, interpretation and discussion of findings. He came up with some recommendations and conclusion.

Olajide Omobolade Omoteleola contributed to the formulation of items on the questionnaire, she came up with useful observations about the title of the study and methodology. She also contributed to the recommendations as well as procedure for data collection.

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